

IEB asks committee on merger terms



Vol. XLIV, No. 9

Washington, D.C.

May 13, 1977

Staffer to push labor-law reforms

Washington—Declaring that it is "fed up with misuse" of U.S. labor law by employers to frustrate Guild organizing, the International Executive Board has directed TNG to hire or reassign a staff member to join labor's campaign for Congressional enactment of labor law reforms.

The assignment, the IEB said, is "to start immediately and to last until the fate of the legislative reform measure finally is determined."

Acting at its spring meeting here April 25-29, the IEB also voted to recommend that the Guild's 1977 Convention, to be held June 27-July 1, authorize "replenishment of the General Fund with money from the Special Organizing Fund to the amount that the project costs."

Money in the organizing fund is from special assessments collected for March and April. Five temporary international representatives' work presently is being supported by the fund.

Pointing to a long series of delays between filing of Guild representation petitions and the conduct of representation elections,

Carter proves need for political actionPage 2

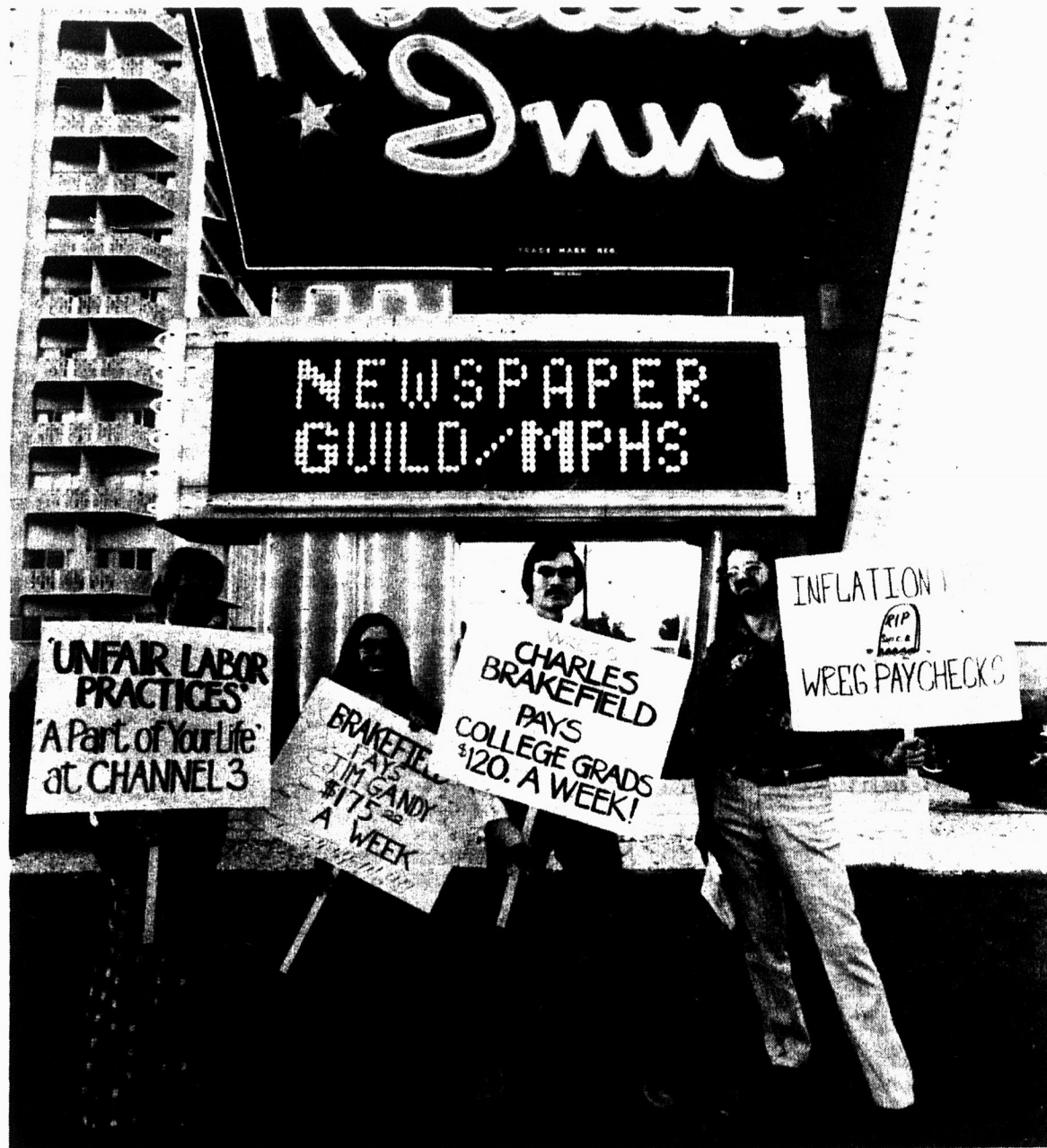
the IEB said it authorized the temporary legislative representative position in the belief that "the Guild should become just as vigorous in organizing on Capitol Hill as it is among unorganized workers."

"Time and again organizing efforts succeed among newspaper employees only to fail in the voting booth—months and even years later," the IEB said.

"Time and again, unorganized newspaper employees who have aspired to form a union and obtain all its benefits have wearied of waiting and given up the struggle. And even where they wearied but have not walked away, time has done its work for the employer," the board said.

"Too much of the Guild's organizing dollar is being spent fighting too many specious issues raised by employers and entertained by the National Labor Relations Board.

"Too many Guild dollars are being spent sustaining organizing drives that have been moved quickly through card-signing to the NLRB only to stall there interminably while the employer
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Guild 'honors' WREG-TV's president

Some 30 Memphis Guild members and others from the city's labor community put up an informational picket line when the Memphis Sales and Marketing Executives' Assn. gathered to present its 16th annual "Outstanding Community Salesman" award to Charles R. Brakefield, president and general manager of WREG-TV. The Guild is seeking an initial contract for WREG's employees. Among those who crossed the line to

attend the function was New York Times president and publisher Arthur Ochs Sulzberger. The Times owns WREG. The hotel programmed the "Newspaper Guild/Mphs" message to flash on its "events" billboard alternately with the marketing association's name. Under the billboard are, from left: Mike Lawhead of WREG, Hope Pectol of the local, Bill Boyce of WREG and Brown Alan Flynn, president of the Memphis Guild.

Perlik, Crocker, nine VPs to run again

Washington—TNG President Charles A. Perlik, Jr., Secretary-Treasurer Robert M. Crocker and nine of TNG's thirteen international vice presidents will seek reelection in this year's regular biennial elections, they said dur-

ing the International Executive Board's spring meeting.

Three vice presidents—James A. McGill of Gary, elected at large; John J. Breed of Boston, also elected at large, and Jim Robinson of Toronto, elected from Eastern Canada—said they do not plan to seek re-election.

A fourth vice president, Harry S. Culver of Wire Service, elected at large, said earlier that he will seek election this year as TNG's International Chairperson.

At the outset of its meeting, the IEB accepted the resignation of Chairperson Barney Peterson of San Francisco-Oakland and, in a later action, expressed its appreciation for his service to the Guild and its regret at his resignation. [See: 'Guild owes you its thanks, Barney,' Page 6.]

Peterson, chairperson four

years and a vice president eight before that, announced his resignation April 22 "because of a combination of personal reasons and the fact that I do not plan to seek re-election" [GR, April 22].

Stronger protections are urged for VDTs

Washington—The Guild's 1977 Convention is being asked by the International Executive Board to require locals to seek stronger safety protections in their contracts for employees using video display terminals.

Under a recommendation approved by the board during its spring meeting, the protections

It would draw a blueprint with the ITU

Washington—TNG's International Executive Board is recommending that the Guild's 1977 Convention authorize appointment of a special committee to draw up and negotiate terms of a merger with the International Typographical Union.

The committee would be drawn from the Guild's "most experienced leaders, at both the international and local levels," the IEB said in voting to recommend the action during its spring meeting here April 25-29.

It would join with TNG's members of the ITU-TNG Unity Task

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Force in negotiating and drafting merger terms with the ITU.

The committee would be appointed by TNG President Charles A. Perlik, Jr., with the IEB's concurrence, would begin its work as soon as possible after TNG's convention—June 27-July 1 in Honolulu—and would report periodically to the IEB and the Guild's membership.

(Under TNG's Constitution, any merger agreement must be submitted to a convention. If the convention approves the agreement, it must then be submitted to a referendum of TNG's membership. If the membership approves it, the IEB is then empowered to take the steps necessary to effectuate and finalize the merger.)

In recommending creation of the special merger committee, the IEB pointed to the ever improving co-operation between the Guild and the ITU over the past three years on the local and international levels:

- ✓ The formation of the TNG-ITU Unity Task Force.
- ✓ Negotiation of a no-raiding pact.
- ✓ Expansion of joint and co-ordinated bargaining.
- ✓ Pursuit of joint and co-operative organizing.
- ✓ Installation and utilization of a "hot line" between the unions' top officers.
- ✓ Completion by the task force of its study and recommendations on harmonizing the unions' bargaining goals and the beginning of its study and recom-

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IEB urges \$700 wage goal

Story, Page 8

Three win Schick Awards

Story, Page 8

Anti-Stevens steps urged

Story, Page 2

Culver, a vice president since 1973, announced his candidacy the same day as Peterson announced his resignation.

The three at-large vice presidents who said they will seek
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would apply to all equipment, not just new gear.

And it would require locals to seek employer-paid periodic tests for radiation and periodic ophthalmological examinations for each employee before and after she or he begins to use VDTs.

The recommendation also
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IEB: Carter proves need for political action

Washington—The first months of the Carter Administration have shown that election of a U.S. president sympathetic to labor "is just the beginning, not the end, of the need for political action" by the Guild and other unions, the International Executive Board declares in its Officers' Report to the 1977 Convention.

Pointing to the unexpected defeat of the construction-site picketing bill, the IEB said the fate of legislation of major importance to the Guild and labor at large "is in the hands" of an "unpredictable" Congress and a president "apparently reluctant . . . to exert forthright leadership in key areas of labor concern."

"The fate of the site-picketing bill has shown that only the strongest grass-roots support from union members and unremitting activity" in Congress can assure the passage of legislation like labor law reform and repeal of the federal open-shop law, the board said.

It approved an especially urgent recommendation for U.S.

locals to immediately appoint political action chairpersons "to co-operate with TNG's new legislative representative" in mounting support for the labor-law reform proposals.

Only three locals — Central California, San Jose and Great Falls—responded last year to a request from TNG President Charles A. Perlik, Jr., that TNG be informed of the identity of their political-action chairpersons, the board noted.

"A far greater response is necessary if TNG's new legislative representative is to succeed in mobilizing Guild support for critical labor-law reform," it said.

"No local should be without a political-action chairperson and an active committee to assure that Guild members' support for the legislation is registered" in Congress, the IEB added.

It also called for locals to "help those chairpersons organize functioning committees to further the Guild's legislative and political program."

And it urged that U.S. locals

"make every effort to mobilize membership support both for labor-law reform and for repeal of Section 14(b) of the Taft-Hartley Act, which allows states to prohibit managements and unions from bargaining union security in their contracts."

"Unremitting political activity" also will be necessary to obtain passage of critically needed social-welfare legislation, the board also noted.

It pointed to bills for national health insurance and the Humphrey-Hawkins Full Employment bill, both endorsed by previous Guild conventions, as well as proposals to raise the minimum wage above the poverty level and peg it at 60 percent of the average national hourly wage.

The board also again called upon U.S. locals and district councils to "make every effort" to fulfill TNG's 1977 AFL-CIO Committee on Political Education quota of \$6,005. And it kicked off the effort by voting a \$500 contribution to COPE's Voter Education and Registration Fund,

from TNG's General Fund.

Noting that Guild contributions to COPE last year totalled \$3,340, more than half the quota, the board pointed out that voluntary contributions, were well used by the organization, with more than 99 percent used to aid candidates and less than one percent for fund-raising expenses.

It also said that accelerated COPE activity is necessary to counter the "heightened political efforts of corporations," which have been allowed by the Federal Election Commission to establish their own political-contribution committees and solicit their employees.

There were more than 400 such corporate committees last year and they are believed to have

raised more money than labor committees, the board said.

Canadian locals and members can contribute to provincial COPE affiliates, the board noted.

The need for such action recently was dramatized in British Columbia when the Independent Contractors and Businessmen's Assn. and other right-wing groups launched a campaign for a provincial "right to work" law, the board said.

All locals should join with labor and other groups on the local and state or provincial levels in pursuit of common political and legislative objectives and make their voices heard, as well, on national issues of major importance to labor and the press, the IEB concluded.

Staffer to join law reform push

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brings out an array of weapons to break the will of his workers," the board declared.

Among examples cited by the IEB: a 14-month wait for an election at the Philadelphia Bulletin, a 21-month wait at the Wilmington News and Journal, and since July, 1975, at the Steubenville Herald-Star.

A downturn in the number of employees for whom bargaining rights were won in the 1976-77 fiscal year to 453—from 805 the year before, 685 the year before

that and 1,369 in 1973-74—is not the result of a fall-off in organizing interest among the unorganized, the board said.

Rather, it is largely the result of elections still in doubt, pending or lost as a result of delays in issuance of NLRB decisions. Elections thus affected could have added some 500 eligibles during the year, the IEB pointed out.

The IEB pointed to the Labor Reform Act (H.R. 77) introduced in Congress by Rep. Frank Thompson, Jr., of New Jersey

as the kind of legislation that would "go a long way" toward producing the reforms of NLRB procedures and policies needed.

The bill, endorsed by the IEB in January, would, among other things, permit certification without election under certain conditions, require an election within a fixed time after certification is sought, impose time limits on NLRB decisions for review and give the board more power to deal with unfair-practices offenders.

TNG "must" join the campaign for the reforms' enactment "to increase the impact of our organizing dollars," the board declared.

It directed the hiring or re-assigning of a staffer to the campaign "either in tandem with other unions or in a solo effort, with the expenditure and assignment to start immediately."

TNG President Charles A. Perlik, Jr., in recommending the action to the IEB, said there is "some hope" the International Typographical Union will participate financially in the endeavor.

The temporary legislative representative will concentrate his or her efforts on mobilizing Guild activity in support of the legislation as well as help other union representatives seek to persuade Congress to pass it, the IEB said.

"Only the strongest grass-roots support from union members and unremitting activity in Congress can assure the passage of this legislation," the board declared in its political action report to the convention.

Other recommendations to the convention voted by the IEB include:

- ✓ Continued advocacy of U.S. legislation to provide for certification by card check.

- ✓ Encouragement of further exploration and development of joint, co-ordinated and simultaneous organizing campaigns and petitions with other unions.

- ✓ Reaffirmation of TNG's organizing priorities as: free riders, new departments, new units and new locals.

It also calls for additions to TNG's permanent field staff as "financial capacity permits."

Sudbury Guild recertified for 13 in Star circulation

Sudbury, Ont.—The Northern Ontario Guild once again has been certified as collective bargaining agent for a 13-member unit in the Sudbury Star's circulation department.

The Guild already represents the accounting and editorial departments.

Back in 1973, the Guild won a representation election in circulation, 7-6, but was decertified the following year, 3-6. The Guild last August applied to the Ontario Labour Relations Board for certification by presenting new authorization cards. The new certification was issued on April 8.

Majority not enough in State Journal vote

Madison, Wis.—A proposal to merge with the Madison Guild has failed to gain the necessary two-thirds approval by members of the State Journal Editorial Assn.

They voted to merge, 34-30, with three members not voting, on April 30.

The association represents editorial employees at the morning Wisconsin State Journal.

The Guild represents editorial employees at the evening Madison Capital Times.

The employee groups split in 1947 after the Guild charged and convicted some State Journal members on a variety of charges,

including impermissible interference in bargaining. The State Journal group then decertified the Guild as bargaining agent. The Madison Guild recently voted to rescind all charges and convictions.

Catholic Star staff votes in Guild, 6-2

Philadelphia—The Philadelphia Guild has won an election for bargaining rights in the editorial department of the Philadelphia Catholic Star, a diocesan publication.

The vote was 6-2. The parties had agreed to bypass National Labor Relations Board procedures and the election was conducted by the American Arbitration Assn., Philadelphia Guild Administrative Officer James H. Orcutt said.

Steubenville election scheduled May 27

Steubenville, Ohio—The National Labor Relations Board has scheduled for May 27 a Guild representation election among about 100 employees in the advertising, business, circulation, delivery, editorial, mail room and maintenance departments of the Thomson chain's Herald-Star here.

The Guild filed a petition for recognition as bargaining agent for the group on July 23, 1975.

Union foes map anti-reform drive

Washington—An employer coalition that claims credit for defeat of the construction-site picketing bill is staying in business and has a new target: labor law reform.

A recent Washington meeting of the National Action Committee was attended by more than 200 corporate and trade association officials, the AFL-CIO News reports.

Pledges totalling more than two million dollars were made.

Plans discussed included mass mailings to members of Congress, flying influential constituents to Washington to visit their congressmen and a newspaper advertising blitz attacking unions.

IEB sets 8-point effort to aid Stevens boycott

Washington—Saying that "more is required" of both TNG and its locals to press the U.S. labor movement's boycott of the J. P. Stevens Co., TNG's International Executive Board is urging eight new steps be taken against the big, lawbreaking textile firm.

The new action follows the board's endorsement last winter of the national boycott of Stevens called by the Amalgamated Clothing & Textile Workers Union.

Stevens, with most of its plants located in the South, has been cited for labor law violations more than 15 times.

The IEB, at its April meeting, urged TNG and its locals to take the following actions:

- ✓ TNG draft and locals distribute a letter to Guild members and their spouses urging them not to buy Stevens products and enclosing a boycott card.

- ✓ The Guild Reporter and local publications run the Stevens boycott list in every issue and the list be posted on all Guild bulletin boards.

- ✓ Locals contact Clothing & Textile Workers Union locals in their areas to offer assistance.

- ✓ Locals establish boycott committees, in co-operation with the Clothing & Textile Workers if possible, to determine which local stores carry Stevens products and notify members to beware of such products when shopping in those stores.

- ✓ TNG show the Clothing & Textile Workers' boycott film, "Testimony," at the 1977 Honolulu Convention and locals show it at membership meetings.

- ✓ Locals distribute boycott cards in bulk to all members and request that they give at least one card a day to an acquaintance.

- ✓ TNG and locals mark all outgoing mail with a "Boycott Stevens Products" stamp and direct their telephone operators to answer incoming calls with the

request, "Boycott . . .", a different Stevens product each day.

✓ TNG and local officers and staff members, in making Guild hotel and restaurant reservations, seek assurances that Stevens products are not being used, inspect linens to make sure they aren't and be prepared to leave if they are.

(On May 2, TNG Secretary-Treasurer Robert M. Crocker made such an inquiry of the Ilikai Hotel, site of TNG's 1977 Convention.)

The IEB said that response from locals to its earlier appeals had been gratifying, noting that many had given prominent display in their publications to the many Stevens products.

Boycott J.P. STEVENS PRODUCTS

TNG's International Executive Board and the U.S. labor movement are calling on all consumers to stop buying J. P. Stevens Company products.

In addition to Stevens' own name, you'll find them hiding under these brand names, among others:

SHEETS & PILLOWCASES

Beauti-Blend
Beautical
Fine Arts
Peanuts (comic-strip figures)
Tastemaker
Utica
Utica & Mohawk
Designer Labels:
Yves St. Laurent
Angelo Donghia

CARPETS

Contender
Gullistan
Merryweather
Tastemaker

HOSIERY

Big Mama
Finesse
Hip-Lets
Spirit

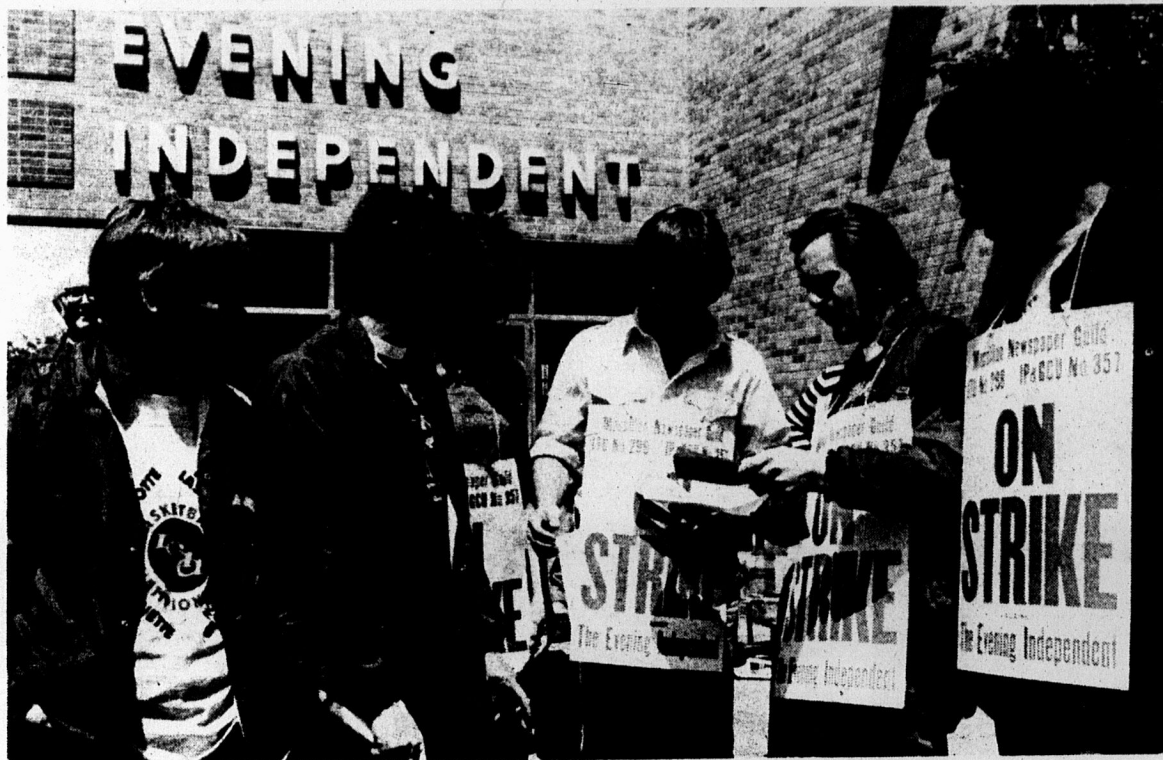
TABLE LINENS

Simtex
BLANKETS
Forstmann
Utica

TOWELS

Fine Arts
Tastemaker
Utica





Passing the bucks

Cleveland Guild President Steve Hatch, second from right, hands \$300 collected from local members at dailies in Cleveland and Canton to Massillon Unit Chairperson Kevin Moriarty on the picket line at the Massillon Evening Independent.

Others on the Massillon line at the time include, from left: Noel Wical of the Press Unit, Bob Daniels and Lou Mio of the Plain Dealer Unit, Janice Dams of Massillon, and Bob Magruder of the Plain Dealer Unit.

Massillon strikers to start weekly

Massillon, O.—Strikers at the Massillon Evening Independent set May 18 as the target date for publication of the Massillon News, a 20-page weekly tabloid.

The Cleveland Guild's Massillon Unit, International Typographical Union printers and International Printing & Graphic Communications Union pressmen went on strike March 18.

A Guild representative said the unions would try to increase the Massillon News' frequency to three times a week when possible.

No progress was reported in

the strike.

Chief issues include wages and printers' protection from automation dismissals. The company has several regressions still on the table.

Guild minimums in the expired contract include tops of \$224 for outside classified and reporters (reporters start at \$131.60) and \$142 for clerks.

Strikers were saddened May 7 by the death, apparently of a heart attack, of Victor Sheppard, a reporter in his late 70s who had been a Guild member since 1963.

He once owned a newspaper in the South.

The Cleveland Guild reported receipt of \$1,375 in contributions to its Massillon strike fund through April 22, including the following from Guild locals:

Akron	.....	\$400
Brockton	.....	25
Puerto Rico	.....	100
Philadelphia	.....	50
Pittsburgh	.....	50
St. Louis	.....	100
Toledo	.....	50
Chicago	.....	50
Memphis	.....	100
Youngstown	.....	50
Pacific Northwest	.....	100
San Jose	.....	100
Buffalo	.....	50
Harrisburg	.....	50
New York	.....	100

NLRB judge upholds right to honor line

Madison, Wis.—An employee can't be disciplined for refusing to cross the picket line of a union other than his own, a National Labor Relations Board administrative law judge has held.

The opinion came from Eugene George Goslee in a case involving the three-day suspension of critic David C. Wagner by the Madison Capital Times in May, 1976.

Wagner, now a vice president of the Madison Guild, refused to cross a picket line to cover an opera at the University of Wisconsin.

The picket line had been established by the Memorial Union Labor Organization (MULO), composed of food and other service workers at the building, some of them students.

Goslee, while upholding Wagner's right to refuse to cross the picket line, however, also upheld the suspension on the ground that Wagner was disciplined for not informing the paper of his intentions in time for it to arrange for a substitute to cover the opera.

His right to engage in a protected activity did not absolve him from the obligation to give his employer timely notice, Goslee held in dismissing the NLRB general counsel's complaint against the Capital Times.

Goslee said he found no merit in the company's contention that Wagner's refusal to cross the line was an unprotected activity because the MULO strikers were public employees.

Regardless of their status, Wagner was an employee within

the scope of the National Labor Relations Act and is entitled to its protection, Goslee said.

He also rejected a company contention that Wagner wasn't protected by the law because he refused to cross the line out of fear of peer pressure rather than union conscience. It's the act, not the motive, that counts, he said.

The company also claimed that the labor act is unconstitutional if interpreted to prohibit a newspaper from disciplining an employee who exhibits bias in performing news-gathering duties.

In the first place, Goslee said, the NLRB's position is that the act is constitutional in the absence of any binding court decision to the contrary.

"There is no court determination of which I am familiar which precludes employees of a newspaper from exercising their rights guaranteed them" under the act "and it was long since established that the right of newspaper employees to bargain collectively and engage in other activities . . . is not an invalid invasion of the freedom of the press guaranteed by the First Amendment," Goslee said.

"The Fourth Estate enjoys no immunity from application of the law, and the constitutional guarantee of freedom of the press creates no special privilege to invade the rights of others as established by law," he added.

In the second place, Goslee said, Wagner's exercise of his lawful rights doesn't prove any bias in his newsgathering.

Goslee said that Wagner knew

of the strike sufficiently in advance of the assignment to have informed management that he would not cross the line.

Diane Woodstock, president of the Madison Guild and a TNG

international vice president, said the local would not appeal because the decision "upheld our rights."

"All management won was timely notice," Wagner said.

'Redistricting' Regions 1, 5 recommended

Washington — TNG's 1977 Convention should "redistrict" two of the seven regions from which international vice presidents are elected, the International Executive Board decided during its spring meeting.

Noting that the North Jersey and Connecticut (Waterbury) locals merged into the New York Guild during the year, the board voted to ask the convention to change the boundaries of Regions 1 and 5 to continue the "tradition" that has made the area represented by the New York Guild co-extensive with the area of Region 5.

At the same time, for purposes of "clarity and consistency," the IEB is asking the convention to list alphabetically the "governmental entities" used to define Regions 1 through 5 in the constitution.

The IEB also voted at its spring session to ask the convention to reduce the mileage restrictions on locals with widely separated units that wish to reduce the number of mandatory general membership meetings to less than four a year.

TNG's Constitution presently allows two membership meetings for locals with at least 3,500

members or which have units "separated by 75 miles or more" and which, in both instances, have both executive committees and representative assemblies.

The IEB is recommending that the mileage restriction be reduced to 40 miles. Its action came in response to a proposal from the Washington-Baltimore Guild.

Vice President Warren E. Howard, of Washington-Baltimore, said the 75-mile limit "may place an undue hardship on locals such as Washington-Baltimore which is indirectly compelled to conduct executive committee, representative assembly and general membership meetings on the same evening."

Howard also noted that the requirement often results in duplicated efforts and costs as well as

Canada's medical care less costly

Washington—A comparison of the cost of delivering health care in the United States and Canada shows that Canada provides quality care to its citizens for far less than the United States.

Health expenditures in Canada, which has had national medical insurance since 1968, constituted seven percent of the

gross national product in 1975,

against 8.3 percent in the United States.

Dr. R. A. Armstrong of Canada's Health & Welfare Dept. also told the AFL-CIO that the cost of administering the national plan is 2.3 percent of benefits. In the largely private U.S. system, it cost 12.8 percent.

grams, the board said.

✓ The obtaining of full and accurate payroll information by age, race and sex so that the payrolls can be utilized in determining "the extent and pattern of any discrimination."

✓ Continued support and utilization by locals and TNG of the Journalism Council, Inc.'s, Job/Scholarship Referral Service as a source for minority-group job-candidate referrals to employers, with locals following up the referrals to assure that the candidates are given serious consideration for openings.

The report's recommendations for TNG include:

✓ Continuation of human rights seminars, with specific attention to local problems.

✓ Continued distribution to locals of information from all sources on minority persons seeking employment in Guild jurisdiction.

✓ Exploration of ways of dealing with economic dismissals "in a fair and equitable manner that would avoid deterioration of gains achieved for women and minorities."

✓ The human rights coordinator continue to provide locals with appropriate information about applicable U.S., Canadian and Puerto Rican laws and regulations and instruct local leaders in instituting and critiquing affirmative action agreements.

✓ Intensification of TNG's and locals' affirmative-action practices in filling future staff positions with women and minorities.

Upon recommendation of its Human Rights Committee, headed by Vice President Warren E. Howard of Washington-Baltimore, the IEB also authorized the following contributions: \$500 to the Leadership Conference on Civil Rights (annual dues); \$200 to Amnesty International; \$300 to the Journalism Council's minority referral program; \$75 to the council's summer intern program, and \$50 to the Committee of 100 of the NAACP.

"extremely long" meetings.

Other constitutional amendments to be considered by the convention, after approval by the IEB at meetings earlier in the year, include proposals to:

✓ Make it clear that the IEB has the authority to terminate strike and lockout benefits and to assure that they are dispensed "consistent with TNG policy."

✓ Clarify three sections dealing with disciplinary actions and the status and standing of members while appealing from disciplinary actions against them.

The IEB is also proposing that the convention adopt a new rule mandating that all constitutional amendment language to be considered by the convention be drafted by the convention's constitution committee.

Committee is proposed on merger

(Continued from Page 1)

recommendations on reconciling the unions' differing bargaining procedures and policies.

"If the Guild and the ITU are to continue toward that goal desired by many in our union—total merger and the creation of one big new union . . . if we are to provide answers to the questions nagging those who do not share the dream of merger, we must probe beyond those areas that have been explored and inhabited to date," the IEB said.

"We must begin the actual blueprinting of a merger, the drafting of terms and elements essential to the Guild and ITU if a merger is to materialize—essential also to answer the questions of those who doubt merger's value," it continued.

"To accomplish this, the IEB believes the Guild must reach out across the length and breadth of our union to enlist the advice, counsel and participation of our most experienced leaders at both the international and local levels," the IEB said.

Perlik, in urging the IEB to recommend creation of the merger committee, said he would expect it to complete any "dovetailing, meshing and codifying" of TNG and ITU policies and programs that remain to be done after the convention.

Noting that the relationship between the unions has been growing ever closer in the past three years, Perlik said he feels it is now time to "determine whether we can move to merger," or not.

He said he sees "no timetable" on the merger committee's negotiations and drafting, except "as long as it takes to do it."

He said he feels that the "worst that could happen" would be that a merger plan would be developed and fail, but said he was not backing creation of the merger committee in the expectation that that will be the outcome.

The task force's "arduous, time-consuming and unglamorous" work to date has been "essential and fundamental," the IEB said, "for from it will grow the philosophical thrust and tone of a union yet to be."

15 minorities seeking jobs, locals told

Washington—Names, addresses and other brief information about 15 minority-group persons seeking jobs in newspapers, magazines or advertising were circulated to Guild locals early in May by Human Rights Co-ordinator Hannah Jo Rayl.

Information on eight of the 15 was obtained through the Journalism Council, Inc., of the Assn. for Education in Journalism. The other seven were obtained directly by Rayl.

In addition, Rayl said, Howard University is seeking summer jobs for its journalism students. She said locals should urge employers seeking summer help to contact James Hadley at Howard's communications school directly. Howard is located in the District of Columbia.



Preparing to bargain in Central California

Leaders of newspaper unions in Stockton, Sacramento, Fresno and Modesto meet in Stockton to prepare for joint and co-ordinated bargaining with the McClatchy and Speidel/Gannett dailies in those cities. Facing forward, from left, are: George Randol of the Central California Guild; Allan Heritage, International Typographical Union

3rd vice president; Charles Dale, TNG international representative; Richard Peterson and Robert Dawson of the Sacramento pressmen; Richard Hull of the Fresno Guild Unit, and Michael Otten, president of the Central California Guild. The meeting was held April 23. Dale and Heritage are members of the ITU-TNG Unity Task Force.

MESHING & DOVETAILING—II

33 bargaining-goals changes proposed

Washington — TNG's 1977 Convention is being asked to approve more than 30 amendments and additions to TNG's Collective Bargaining Program and Convention Recommendations on Collective Bargaining.

The bulk of them result from the study of TNG's and the International Typographical Union's bargaining goals, procedures and policies by the unions' Unity Task Force aimed at dovetailing, codifying and meshing them.

TNG's International Executive Board at its spring meeting voted to recommend 33 changes in the Guild's Bargaining Program and Recommendations after receiving and approving — with some "changes for clarity"—the task force's report on its continuing study.

The IEB approved the first report during its winter meeting in January, again with some clarifying changes [Guild Reporter, Feb. 11].

A third task force report, reflecting additional study of procedures, is expected to go before the IEB at its pre-convention meeting June 24. It could produce recommendations for more amendments in the Bargaining Program and Recommendations.

TNG President Charles A. Perlik, Jr., predicted during last year's Guild convention, when he and ITU President A. Sandy Bevis announced the task force's project, that the study could result in recommendations for changes in TNG's Bargaining Program and Recommendations and amendments to TNG's and the ITU's constitutions.

In proposing the amendments to the Bargaining Program and Recommendations, the IEB noted that the task force is "not attempting to fashion, in one step, the bargaining program for a merged union."

The effort's aim, the IEB said, is to bring the two unions' programs, procedures and policies "closer together as a step toward more effective bargaining and a merged union."

The board said it was struck, "as the task force suggested we would be, by the great number of similarities" in the unions' goals and approaches.

However, the board said, the task force's reports do "entail some changes" in the Guild Bargaining Program and Recommendations.

Other changes were proposed, it added, "as the task force or IEB examined more closely existing goals and bargaining recommendations."

(TNG's Collective Bargaining Program contains the union's basic contract goals and its provisions must be included in all contract proposals. The Bargaining Recommendations are just that, recommendations adopted by successive conventions, which locals are strongly urged to include in their proposals.)

The IEB's recommendations for amendments or changes in the Bargaining Program include:

- ✓ Adding to the Guild Shop provision a requirement that "where legal and feasible" locals propose that "only members of the Guild be employed to perform work within the Guild's jurisdiction."

- ✓ Strengthening the struck work provision to forbid any employee being required to cross another union's picket line to work or to handle struck work or work destined for a struck shop.

- ✓ Extending the overtime provision to require no less than regular pay on a day off.

- ✓ Strengthening automation-impact protections (1) to require Guild-employer consultation and agreement "prior to" the use of new or modified equipment which would create new jobs or alter old ones, (2) to establish the right of an employee "marked for dis-

missal" to claim any other job he or she is competent for and entitled to by the contract's seniority provisions, and (3) to require proposals for employees to share in the automation savings.

- ✓ Adding "with pay" to the provision for paternity leave of at least 10 days.

- ✓ Adding "family relationship" to the bases of discrimination forbidden.

- ✓ Modifying the requirement that proposals be for one-year contracts by permitting proposal of a longer one when required to provide for common expiration with other unions' contracts.

- ✓ Moving the voting time provision from the recommendations to the program and adding that the time off be "with pay."

The IEB's recommendations for amendments in the Bargaining Recommendations include provisions for:

- ✓ Contracts to expire simultaneously with other unions' in the plant where possible.

- ✓ Double time for all Saturday and Sunday work.

- ✓ A night differential of at least 15 percent and shorter hours.

- ✓ Assuring that seniority will prevail in the choice of vacations, shifts, starting times and days off.

- ✓ Requiring the employer to furnish all equipment, including cars, and where not furnished, requiring adequate compensation for employees' using their own.

- ✓ The employer to pay all costs of grievance processing, including arbitration, "and for a schedule of penalties to be paid by the employer to the Guild if

the employer is found guilty by an arbitrator."

The task force's second report, which runs 23 pages, includes agreement that the "power and duty" to bargain "shall reside in the local through its governing body, subject to the mandates of the local," and that contracts "shall be entered into only by locals" or the international.

Also that local negotiating committees "be as broadly constituted as possible and should include representatives of all departments of the unit involved and representatives of other plant unions in addition to members outside the unit."

Also that the "chief negotiator must not be a member working in the bargaining unit involved, except in a one-unit local where it is impossible to obtain negotiators outside the unit" and the international approves.

Also that there shall be an international wage program and locals must submit proposals seeking to achieve it.

The task force also agreed that contract proposals should prohibit secret surveillance of employees.

Also that there should be written notice to the union of the names and qualifications of persons proposed for exempt positions and that the appointment should not take effect until discussed with the union.

They also agreed that there should be union representation on editorial boards and in news-play.

The task force's next meetings are tentatively scheduled for June 1, 2 and 3.

IEB notes free press's restoration in India

Washington — Press freedom has been restored in India but remains in doubt in South Africa, TNG's International Executive Board said during its spring meeting.

The election defeat of Indira Gandhi ended the state of emergency she declared and lifted press censorship.

"The International Executive Board joins all news-industry people in applauding the restoration of what has been perhaps the best

example of a free and energetic press in the developing nations," the board said.

But in South Africa, the picture is still clouded despite the government's withdrawal of a censorship bill, the IEB added.

It noted that many journalists are still in jail or under a form of house arrest.

And it said that many in South Africa fear re-introduction of the bill with a period of self-censorship in between.

On the other hand, there are

some signs of hope, the board said, noting an unusual divergence between the government and the Afrikaans-language press caused by the bill.

The board also observed that the all-white South African Society of Journalists is taking steps to become a multi-racial organization.

"The IEB calls on the South African government to end all of its press restrictions and free every journalist still behind bars," the board said.

TNG joins in drive for fair base wage

Washington—A major drive for a fair federal minimum wage was launched on Capitol Hill April 27 with the signing of a declaration supporting it by representatives of more than 100 labor, civil rights and allied organizations, including TNG.

The event was arranged by the new Coalition for a Fair Minimum Wage. TNG's International Executive Board authorized TNG to join the coalition as a special order of business April 25, the first day of its spring meeting.

David J. Eisen, TNG's research and information director, represented TNG President Charles A. Perlik, Jr., at the coalition's gathering in the hearing room of the House Education and Labor Committee.

The statement he and others signed said that "a fair minimum wage combined with effective enforcement is the best way to improve conditions of the working poor. Our government should act to achieve an above-poverty wage floor for working people."

The present minimum wage is \$2.30 an hour. The coalition was born of disappointment with President Carter's proposal to raise it only to \$2.50 an hour and thereafter peg it to 50 percent of the average wage.

Although the coalition hasn't disclosed the exact amount it wants, it is leaning toward a bill by Rep. John H. Dent (D-Pa.), which would provide \$2.80 an hour and peg it thereafter at 60 percent of the average wage.

Coalition chairman is Clarence Mitchell, chairman of the Leadership Conference on Civil Rights. Co-chairpersons are Dorothy Height, president of the National Council of Negro Women; AFL-CIO President George Meany, and the Rev. Theodore Hesburgh, president of Notre Dame University.

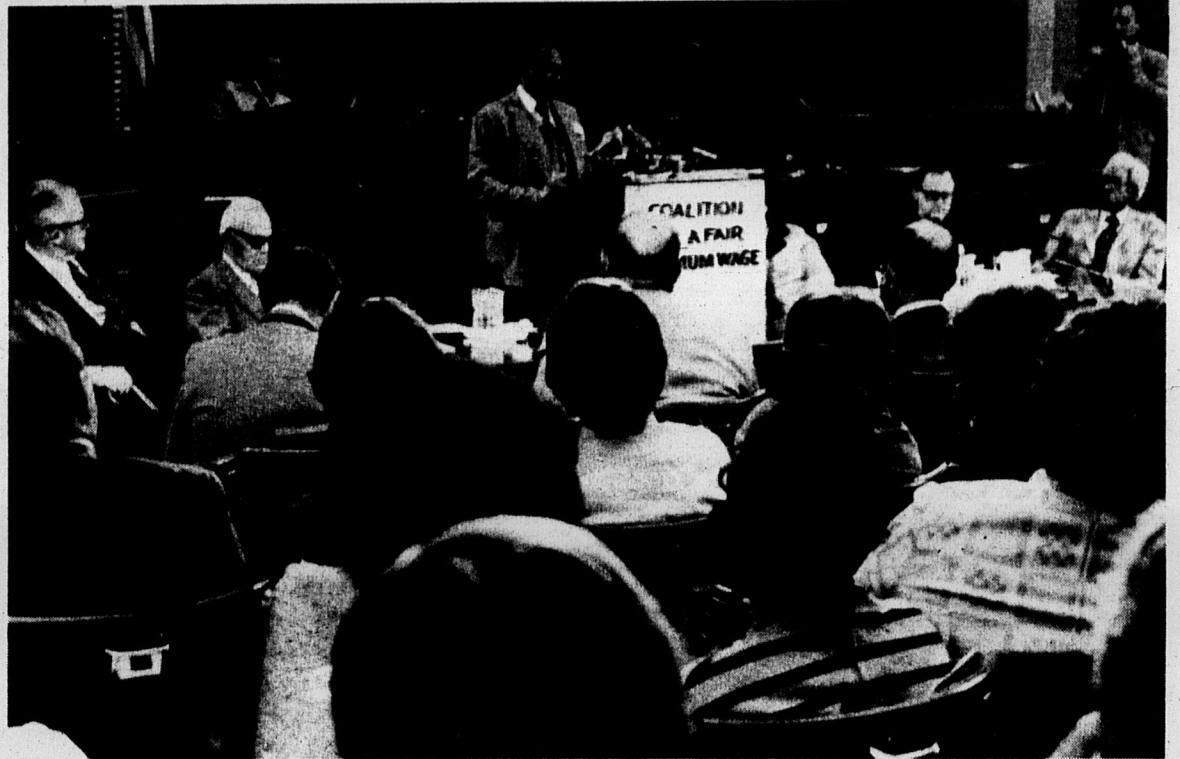
"We can't believe that a President concerned with human rights will not reconsider and view this issue with compassion and concern," Meany said of Carter.

"But if he doesn't reconsider, then Congress must do better," Meany added.

TNG's International Executive Board, in its April resolution, noted that the present \$2.30 minimum wage is 61 cents an hour less than the federal poverty line and 53 cents an hour short of what's required to restore buying power lost to inflation since 1974.

In affiliating TNG with the 130-organization coalition, the IEB said that "Guild locals should add their own voices . . . with messages to the President and their representatives in Congress, not only from considerations of social justice but to avoid the handicap of bargaining for lower-classification employees from a poverty floor."

"The avalanche of post cards generated by opponents of the situs-picketing bill showed that members of Congress react sensitively to mail from their constituents, even when the mail is mass-produced," Perlik wrote.



'Fair Minimum Wage' campaign launched

Labor, civil rights and church group leaders fill House hearing room to launch legislative campaign by Coalition for a Fair Minimum Wage. At the microphone is Clarence Mitchell chairperson of the coalition and of the Leadership Conference on Civil Rights. Others, from left: Andrew Bicakler, AFL-CIO legislative director; AFL-CIO President

George Meany; Dorothy Height of the National Council of Negro Women (partially hidden); Msgr. George Higgins of the U.S. Catholic Conference, and Bayard Rustin of the A. Phillip Randolph Institute. International Executive Board voted TNG affiliation with the coalition at the outset of the IEB's spring meeting.

IEB links minimum wage, 14(b)

Washington—TNG's International Executive Board has linked the fight for a fair minimum wage to the battle against so-called "right to work" legislation.

"The present state of federal labor law allows states to deprive workers of the right to strong, effective unions under guise of the 'right to work' while permitting

employers to pay those workers a wage so low it gives them the right to starve," the board said.

"It is anything but a coincidence that in many cases it is the same employees who suffer under the burden of both 'rights,'" the IEB added.

As important as a fair minimum wage, the board said, is

repeal of Section 14(b) of the National Labor Relations Act, which allows states to prohibit union-shop agreements.

"The grim meaning of 'right to work' has become clear in the three decades since it appeared on the national horizon: the right to work for a pittance," the IEB said.

Board's financial report foresees balanced budget

Washington — With TNG's General Fund operating at its smallest deficit in the past decade during the fiscal year ended March 31, and producing a surplus of \$41,440 for the last quarter of the year, the International Executive Board is proposing that the 1977 Convention adopt a balanced budget for fiscal 1978.

The board acted after learning from its Finance Committee that the fourth-quarter surplus had reduced a \$58,588 deficit accumulated through the first three quarters to \$17,148 at year's end.

It was the seventh consecutive fiscal year that TNG's net worth exceeded a million dollars, the IEB noted.

The IEB is proposing a General Fund budget of \$1,697,815 for the current fiscal year, up 6.1 percent from fiscal 1977 expenditures.

Board supports Carter on rights

Washington—TNG's International Executive Board has gone on record in support of President Carter's "bold stand on behalf of human rights in countries where they are all but unknown."

The IEB said it disagreed with Carter's critics, adding that his stand "holds forth the hope that what the United States professes to seek by alliances, diplomatic negotiations and foreign aid will not be lost sight of in the process of achieving it."

It also is proposing that the convention approve an income estimate of \$1,698,330, up 7.3 percent from last year's actual income.

The income estimate assumes monthly General Fund apportionments of \$4,188 for April and May and \$4,452 for June through March from an average of 30,000 employed-members' per capita and 250 agency fees per month.

The budget and income-estimate would produce a surplus of \$515 for the year.

The fiscal 1977 General Fund deficit was the first since fiscal 1975 and the Fund's eighth operating shortfall in the last ten years. There was a \$12,202 surplus in fiscal 1976. Last previous surplus-year was fiscal 1965, when income exceeded expenditures by \$28,303. Cumulative General Fund deficit at the end of fiscal 1977 was \$367,628, the board reported.

TNG's "real net worth" at the end of the fiscal year was \$1,529,680, up \$368,926 from the end of fiscal 1976, the IEB reported, for while the General Fund ran a \$17,148 deficit during the year, the Defense Fund's assets were \$398,426 greater than at the close of fiscal 1976.

The Special Organizing Fund finished the year with a "book surplus" of \$20,208 after supporting the work of five temporary international representatives for much of the fiscal period, the IEB reported.

The Defense Fund's assets were increased on the strength of total income of \$1,144,879 during the fiscal year against expenditures

totalling \$578,341 and the write-off of \$168,112 of a loan made to the Los Angeles Guild during its Herald-Examiner strike. Defense Fund income included \$57,432 in interest and gains on investments.

The board also voted to recommend that the 1977 Convention leave TNG's strike-lockout benefit schedule unchanged "for the coming year at least."

The 1976 Convention asked the IEB to study a proposal from the Hawaii Guild that the floor under the benefit schedule be increased from \$45 to \$75 a week, with dependency allowances above the floor remaining the same, on grounds that present benefits are inadequate.

For added financing, the local proposed that two percent, instead of five percent, of local dues income be deposited in local defense funds with the freed three percent paid into TNG's Defense Fund.

Calling the goal "desirable," the IEB said, however, that "neither the proposed method of achieving it nor the time is right for such a change."

The IEB pointed to "the difficulty of obtaining compliance" with the financing method proposed, and said it would be inadequate to carry the added cost, in any event, and cause imposition of full regular dues "sooner and more often."

The IEB also noted that TNG is "discussing merger with the International Typographical Union" and said that since its benefit policy "is vastly different from that of TNG," it would be "premature at this time to make a

change . . . as substantial as the one proposed by the Hawaii Guild."

The IEB also voted to recommend that the convention extend the upper range of the Minimum Dues Schedule "by extrapolation" to a new top of \$32.50 per month for members earning \$645 per week or more, effective Oct. 1, 1978.

In other actions involving TNG's finances, the IEB also:

✓ Discontinued Defense Fund benefits to the dozen or so members of the Washington Post Unit and to the half dozen or so from the Bay Guardian in San Francisco still receiving them, effective May 31.

TNG President Charles A. Perlik, Jr., and Secretary-Treasurer Robert M. Crocker reported that the Washington-Baltimore Guild discontinued supplemental benefits earlier and that the International Printing & Graphic Communications Union probably will terminate its benefits to its remaining strikers at the end of May.

The IP&GCU was decertified at the Post on March 23 by replacements for the pressmen and stereotypers who struck the paper Oct. 1, 1975.

The San Francisco-Oakland Guild was decertified Feb. 14 by replacements for its member who struck the Bay Guardian last June 15.

✓ Denied the request of the Ottawa Guild for financial aid in meeting the costs of an arbitration over the Ottawa Citizen's claim for damages because Guild members refused to handle Canadian Press copy during "rotating"

Guild strikes against the wire service last summer.

The board said it "regretfully" concluded there were insufficient grounds for it to depart from TNG policy and grant the request.

TNG policy requires that cases be of Guildwide significance and that a local be in such financial straits that a case might be dropped without international aid.

The local settled the case "out of court" without the issue of liability for damages "under a 'hot-copy' clause being resolved and it supplied 'no specifics' about its ability to pay, the board noted.

✓ Voted merit increases of \$15 a week to G. Richard Pattison, an international representative, and \$10 a week to Alberta Padgett, TNG's office manager, with both effective May 2.

Newspaper hiring on the upswing?

Washington — The "hold-down" on newspaper hiring in Guild jurisdiction may be lifting according to "one usually reliable indicator"—Guild initiation fees—the IEB notes in its 1977 Officers' Report.

TNG's portion of initiation fees was up by 5.5 percent in the fiscal year ended March 31, with almost a third of the year's total coming in the last quarter. At the same time, dues-paying membership was rising to its highest point in two years, the board notes.

Three vice presidents to forgo re-election

(Continued from Page 1)
re-election are:

Louis M. Calvert of San Jose, David M. Mulcahy of New York and Dorothy M. Sain of Cleveland.

The six regional vice presidents who said they will seek re-election are:

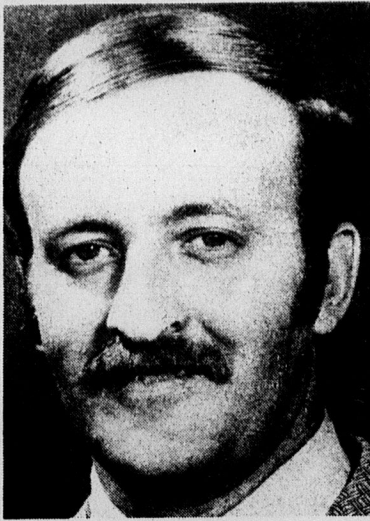
Eugene B. Jones of Philadelphia, elected from the U.S. Northeast; Warren E. Howard of Washington-Baltimore, from the U.S. South; Diane M. Woodstock of Madison, from the Midwest; Shirley L. Caldwell of Pacific Northwest, from the U.S. West; Betsy Wade of New York, from New York City and three neighboring counties, and Roger L. Stonebanks of Victoria, elected from Western Canada.

Stonebanks' candidacy carries the endorsements of the executive committees of both the Victoria and Vancouver-New Westminster locals.

Breed, serving his second term on the IEB, cited increased responsibilities in his job as an advertising salesperson for the Boston Herald-American and of



JAMES A. MCGILL



JOHN J. BREED



JIM ROBINSON

the presidency of the Boston Guild in announcing that he will not seek re-election.

President of the Boston Guild the past seven years, Breed also is a former chairperson of the Guild unit at the Herald-American and became the first Guild member ever elected to office in the Boston Allied Printing Trades

Council in 1975, winning the presidency.

Breed is presently chairperson of the IEB's Appeals Committee and a member of its Constitution, Guild Reporter and Research & Information Committees. In his first term he served on the board's Constitution, Guild Reporter, Human Rights

and Research & Information Committees.

McGill said he decided not to seek a fourth term on the IEB because "after three terms I think it's time to make way for somebody with fresh ideas and energy." He also said he wants to spend more time with his family.

A photographer on the Gary Post Tribune, he is a former six-term president of the Gary Guild, a former president of the Midwest District Council and was winner of TNG's 1971 Guild Service Award.

McGill presently is chairperson of the IEB's Guild Reporter committee and also serves as a member of the board's Finance, Organizing and Research & Information Committees. In his first two terms he also served on the board's Human Rights Committee.

Robinson said he decided not to seek a second term on the IEB because of "disappointment" with the board's activity, saying that he found "very little real decision making going on . . . very little involvement in policy making." He said he expected to find more interest in "the broader issues . . . where unions are and where they are going."

[TNG's Constitution provides that the "policies of TNG" be "established in convention or in a referendum" and that "between conventions, the affairs of TNG shall be administered by the IEB."]

Robinson, a reporter for the Toronto Star, was president of the Toronto Guild from 1972 until early 1975, was secretary of the Guild's Canadian Policy Conference and was chairperson of the Council of Toronto Newspaper Unions in 1972 and 1973.

He is a member of the IEB's Collective Bargaining, Human Rights and Constitution Committees.

Under TNG's Constitution, candidates for international office are nominated at convention. If more than one person is nominated for chairperson, president, secretary-treasurer, or any one of the seven regional vice presidencies, or if more than six are nominated for the at-large vice presidencies, elections are by membership referendum. If more than two persons (12 for at-large vice presidents) are nominated for any position, votes by convention delegates eliminate all but two nominees for each position. Uncontested nominees are elected by the convention.

'Guild owes you its thanks, Barney'

Following is the text of a letter formally adopted by the IEB during its spring meeting, signed by each IEB member and sent to Barney Peterson after his resignation as International Chairperson. It was composed by a committee of Vice Presidents James A. McGill of Gary, Roger L. Stonebanks of Victoria and Betsy Wade of New York.

Dear Barney:

Your letter of April 22 resigning as International Chairperson was a sad shock. We are not going to get schmaltsy about it, but we miss you.

Your courage and dedication at the beginnings of the Guild in San Francisco should be kept before our newer members as should your contributions through remaining active and involved in the 43 years since.

Among other roles, we note your service as International Vice President for eight years, Chairperson for four years, convention delegate for many, many years and your year of work on the Los Angeles Herald-Examiner boycott.

We are sorry to see a link with the Guild's beginning severed.

You leave us a gift of qualities—your warmth and openness, your patience and consideration for board members still trying to get their thoughts together and your camaraderie and, as an aside, you leave some of us richer for your uncanny gift for liars' poker.

Your letter thanks the Guild for what it has done for you. More correctly, the Guild should thank you for all you have done and will continue to do.

Last but not least, your appreciation for the language will be remembered. For a photographer, you're a damn good copy editor.



8 shared international's chair

Washington—The resignation of Barney Peterson as International Chairperson just before the International Executive Board's spring meeting resulted in a game of "musical chairs"

during the meeting.

TNG's Constitution provides for the "temporary succession" of TNG's President to the chairperson when a vacancy occurs during a term. In keeping with

that TNG President Charles A. Perlik, Jr., was in the chair for the opening session Monday morning, April 25, and the closing session Friday morning.

In between, however, the following vice presidents occupied the chair, designated by Perlik:

Monday afternoon, Harry S. Culver of Wire Service.

Tuesday morning, Diane M. Woodstock of Madison.

Tuesday afternoon, James A. McGill of Gary.

Wednesday morning, Louis M. Calvert of San Jose.

Wednesday afternoon, Warren E. Howard of Washington-Baltimore.

Thursday morning, Jim Robinson of Toronto.

Thursday afternoon, David M. Mulcahy of New York.

Indianapolis Teamsters strike a day

Indianapolis—The evening Indianapolis News missed all editions on May 2 and the morning Indianapolis Star published curtailed runs May 2 and 3 as they were hit by a 24-hour Teamsters' strike.

Dennis Hoffman, Indianapolis Guild president, said it was understood that the Teamsters won a 30-month, \$60.75-a-week economic package from the Pullman papers.

He added that the craft unions

— ITU printers and mailers, stereotypers, engravers and pressmen — left it up to individual members whether to honor the picket line and the overwhelming majority did. Most Guild members reported to work.

Hoffman said the pressmen are in bargaining and so far have twice rejected company proposals.

The Guild's contract runs until the end of January, 1978, Hoffman said.

Stronger protections are urged for VDTs

(Continued from Page 1)

would require locals to "seek adequate work breaks or other work-hours' limitations for employees whose work involves prolonged or extensive use of VDTs."

Pointing to the rapidly expanding use of VDTs in the industry and increased concern and complaints of vision problems by Guild members using them, the IEB also said that locals should insist that the results of the ophthalmological and radiation tests be made available to the Guild.

In the Research & Information section of its Officers' Report, the IEB also recommends that the 1977 Convention endorse TNG's efforts to initiate a comprehensive study of VDT health and safety effects "with all possible speed."

TNG is awaiting responses to its proposals for such studies by the U.S. National Institute for Occupational Safety and Health, the optical center of an Eastern university and a leading ophthalmologist who specializes in the effects of radiation on the eyes.

Earlier, TNG had been encouraged to believe that a coordinated study might be undertaken by medical centers in New York and Los Angeles, but this did not materialize, the IEB noted.

The IEB also called upon locals to inform TNG as far in advance as possible of the introduction or expansion of VDT's use in their jurisdictions.

The board also is recommending that the convention endorse a survey of locals by TNG to

determine as accurately as possible the current number and disposition of VDTs in Guild jurisdiction and employees' reactions to them.

The convention should also call upon locals to respond to the survey promptly and in detail, the board said.

The IEB also cautioned locals against initiating tests or studies without first consulting with TNG.

"Random and unco-ordinated local studies . . . are likely to be inconclusive at best; at worst, they can compromise TNG's more comprehensive study," the IEB said.

The board also called upon locals where radiation tests already have been conducted to send copies of the measurements, results and methodology to TNG for evaluation.

In other Research & Information recommendations, the IEB is asking the convention to call upon locals to:

✓ Distribute TNG's welcoming letter to all new members along with other appropriate TNG and local literature.

✓ Enter their publications in the 1978 David S. Schick Memorial Awards competition.

Locals without publications should consider establishing them for better communication with their members, the IEB said.

Upon recommendation of its Research & Information Committee, the IEB also approved contributions of \$100 to the Coalition to End Grand Jury Abuse and \$300 to the National Coalition Against Censorship.

Madison printers' pay cut \$97, 30 fired Chicago sues to enforce arbitration

Madison, Wis.—The union representing printers at the Capital Times and Wisconsin State Journal here has gone to federal court and the labor board seeking to reverse the papers' firing 30 out of 55 printers and slashing the pay of the rest by almost \$100 a week.

Madison Newspapers, Inc., the jointly owned operating company that produces the papers, implemented the pay cuts and firings after it introduced video display terminals and declared bargain-

ing with the printers' union at an "impasse."

The Madison Guild, which represents editorial employees at the Capital Times, and the State Journal Editorial Assn., which represents editorial employees of that Lee-chain paper, told MNI that their members were entering copy on the VDTs under protest.

The Guild's contract expired Dec. 8, the association's on Jan. 15, the printers' on March 31, and a pressmen's contract covering district managers has been open for almost a year.

The pressmen's contract covering the pressroom workers, however, does not expire until June 1. It was reported that the International Mailers Union local had voted to follow any lead provided by the pressmen.

The International Typographical Union's Local 23 in Milwaukee, which represents MNI's printers, filed suit in federal court to compel the employer to submit the issue to arbitration.

The printers want to retain jurisdiction over the entry of copy into the VDTs.

Local 23 also filed an unfair labor practices charge with the National Labor Relations Board, claiming that the company had "unlawfully imposed an impasse" in bargaining so that it could implement its last and final offer.

The pay cuts for the remaining printers amount to almost \$100 a week and were achieved by unilaterally reclassifying them into pasteup jobs at \$5.20 an hour, or \$195 a week. Dayside journeymen printers' scale here is \$7.793 an hour, or \$292.25 a week.

Approve bills on pregnancy Congress told

Washington — Companion measures to overturn the U.S. Supreme Court's "disgraceful" decision allowing exclusion of pregnancy benefits from disability plans should get out of committee quickly, TNG's International Executive Board declared April 28.

And the IEB urged U.S. locals to let Senate and House subcommittees know of "the urgency with which they regard this elementary issue of equal rights."

The IEB also called upon the Guild's 1977 Convention, to be held at the end of June, to urge U.S. locals to champion the legislation if it is still awaiting passage then.

Acting at its spring meeting here, the IEB endorsed H.R. 5055 by Rep. Augustus Hawkins (D-Calif.) and S. 995 by Sen. Harrison A. Williams (D-N.J.).

The former is before the House Labor Subcommittee on Equal Opportunities and the latter is before the Senate Human Resources Subcommittee.

They seek to overturn the court's decision that exclusion isn't discriminatory because men don't receive pregnancy benefits either.

That "is akin to Anatole France's observation that the law forbids the rich, as well as the poor, to sleep under bridges, beg in the streets, and steal bread," the IEB observed.

The board also officially added TNG as a member of a coalition of labor, women's and civil rights organizations pressing for passage of the legislation and voted the group a \$50 contribution.



Bruce Fritz, Madison Guild

A portent in Madison?

Members of all five unions at the Capital Times and Wisconsin State Journal practice picketing the Madison Newspapers, Inc., plant to protest the companies' "high-handed" approach in bargaining with all the unions and the dismissals and paycuts imposed on Typographical Union printers. Practice pickets above include, Carol Holan and Clifford Doolittle of the Typographical Union and Paul Brynson of the pressmen. Other pickets were from the Madison Guild, the International Mailers and the State Journal Editorial Assn.

Denver declares News 'contract' invalid

Denver—The Denver Guild's executive committee has determined that a proposed contract with the Rocky Mountain News was signed by two members who lacked authority to do so under the local's by-laws and TNG's Constitution and is therefore invalid.

And the Scripps-Howard paper's managements has agreed orally to meet with the local in response to its request for further negotiations for a contract to replace one that expired last October.

The actions are the latest in a chain of events that has included TNG's Contracts Committee withholding approval of the proposed settlement, the local executive committee also refusing to ap-

prove it and TNG's International Executive Board upholding the Contracts Committee's action after a two-hour discussion of the situation with representatives of the local and the unit.

It also has seen a unit meeting vote to ask the local board to declare the signed document invalid after the IEB's action (a unit meeting had voted to ratify the "contract" on March 28) and Denver Guild President Joseph Fuentes resign from office following the unit's April 30 action.

Fuentes and News Unit Chairperson Ralph Veatch had appeared before the IEB in Washington on April 26 to urge it to overrule the Contracts Committee's withholding approval of the proposed contract they had signed on March 31. Jack Shannon, a member of the local executive board accompanied them. Veatch also is the local's treasurer.

The Contracts Committee withheld approval of the proposed contract because it would reduce the top minimum for district managers while instituting a monthly bonus system and it would require employees to obtain annual approval of a Guild-company pension committee in order to continue working after age 65.

Fuentes and Veatch said they felt they were acting in the best interests of the unit when they signed the proposed contract. Shannon, while expressing disap-

proval of the pair's signing, also urged IEB approval of the proposals.

In addition to upholding the Contracts Committee, the IEB directed that an international representative be assigned to assist the local in improving the proposed pact, instructed the local's executive committee to inform the paper that the signatures were invalid and found that the Contracts Committee had acted within constitutional time limits.

The proposed bonus plan not only would cut into district managers' minimums, the IEB said, but also would undermine their vacation pay, severance pay and retirement benefits.

The bonus proposal and the "proposed mandatory retirement scheme" are "sufficiently serious deviations" from TNG's Collective Bargaining Program to warrant withholding approval of the proposed settlement, the IEB said.

Action urged on health bill in Congress

Washington—President Carter and the Congress have been urged to get moving on national health care legislation.

TNG's International Executive Board, at its spring meeting here, called for passage of the Kennedy-Corman Health Security Act (S. 3 and H.R. 21) because "health services are deteriorating while health costs soar."

The nation is spending 135 billion dollars a year on health care and "getting less for every dollar," the IEB said. More than 35 million persons have no health insurance at all, it added.

The IEB urged all locals "to help make it clear to President Carter and their congressional representatives that such a program is indeed the national will."

Meanwhile, the Health Security Act, reintroduced this session, has had slow going. Hearings haven't even been scheduled, the IEB said.

"Missing up to now," it added, "has been a strong push from President Carter, who pledged during his campaign to support a comprehensive nationwide health plan."

Canada's price elevator

The table below records the ascent of Canada's Consumer Price Index over a 24-month period following a 1.6-point rise in the index in March, to 157.0, up 10.8 points from March, 1976. The first column lists the index for each of the last 12 months, the second the percentage increase over the same month of the preceding year, and the third, the percentage increase over February, 1975.

	Index*	Percentage over	
		Same month prior year	March 1975†
April, 1976	146.8	8.9	9.5
May	148.0	8.9	10.4
June	148.7	7.8	10.9
July	149.3	6.8	11.3
August	150.0	6.2	11.9
September	150.7	6.5	12.4
October	151.7	6.2	13.1
November	152.2	5.6	13.5
December	152.7	5.8	13.8
January, 1977	154.0	6.1	14.6
February	155.4	6.7	15.3
March	157.0	7.4	17.1

*1971 = 100

†Index = 134.3

Local Representative

TNG's second-largest local, the Washington-Baltimore Guild, is seeking a Local Representative on either a temporary or permanent basis. Salary: \$26,260 to start, plus fringes. Editorial background and experience in bargaining essential. Knowledge of copy editing and makeup required. Please submit applications and resumes to:

Dorothy A. Struzinski
Administrative Officer
Washington-Baltimore Newspaper Guild
3408 Wisconsin Ave. N.W.—Room 210
Washington, D.C. 20016

For further information:
(202) 362-4300 or 4301

Correction

In its April 22 report on the profits of an anonymous, medium-sized daily, the Guild Reporter erred in stating the 1976 and 1975 revenues. The correct figures are \$4,490,585 for 1976 and \$4,105,500 for 1975.

